

## Summary



This strategic plan responds to the critical issues facing Deaf and hard of hearing Victorians today, such as access to interpreting, health and wellbeing and access to quality education, and focuses the capacity of Deaf Victoria, their representative organisation, on deepening its engagement with stakeholders. As a result of a broad consultation with deaf and hard of hearing Victorians, Deaf Victoria affirms its role as a critical source of support, through information and advocacy, for the key issues affecting deaf and hard of hearing Victorians. The key themes that underpin this strategic plan are **CONNECTION, ADVOCACY and REMOVING BARRIERS.**

## Values



### Authenticity

We are the deaf and hard of hearing people's representative organisation in Victoria, engaging deeply with our stakeholders and advocating for human rights and equal opportunities using our shared lived experience and knowledge.



### Collaboration

We work strategically and generously with partners to build support for campaigns and service responses that address the needs and aspirations of deaf and hard of hearing stakeholders.



### Connection

We are a force for connecting deaf and hard of hearing stakeholders, to each other, to community, to advocacy services and to opportunities for a fulfilling life.



### Justice

We work using social justice models with deaf and hard of hearing people at the heart of everything we do, to tackle the barriers to a fulfilling life.

## Vision



Deaf and hard of hearing people experience equality, opportunity and connection, and are valued for their unique contributions towards a diverse society.

## Purpose



To advance the needs and aspirations of deaf and hard of hearing people, breaking down barriers and building foundations for a society that acknowledges and celebrates their contributions and capabilities.

## Strategic Goals

### 01

Deaf and hard of hearing people have the knowledge and skills to advocate for the things that are important to them, and a network of peer advocates to support self-determination.

### 02

The broader community responds to the needs and aspirations of deaf and hard of hearing people through the provision of equitable opportunities for engagement.

### 03

Work in partnership to identify and address systemic barriers in the areas of health and wellbeing, access to interpreting and access to education.

## Strategic Actions

**To ensure Deaf and hard of hearing people have the knowledge and skills to advocate for the things that are important to them, and a network of peer advocates to support self-determination we will:**

- Provide individual and systemic advocacy support to stakeholders
- Support the development of a skilled peer advocacy network
- Provide accessible and current information and skills development workshops on advocacy to our stakeholders

**To ensure that the community responds to the needs and aspirations of deaf and hard of hearing people through the provision of equitable opportunities for engagement we will:**

- Communicate key issues and opportunities to stakeholders in the broader community using effective communications and marketing techniques
- Seek to influence government at a policy level on issues of concern to deaf and hard of hearing people
- Work with community partners to raise awareness of the needs and aspirations of deaf and hard of hearing people

**To work in partnership to identify and address systemic barriers in the areas of health and wellbeing, access to interpreting and access to education we will:**

- Identify partners with whom we share values and priorities, and build a collaborative approach to change
- Build our knowledge base on key issues by engaging with research partners
- Invest in projects or campaigns to address key issues and opportunities for meaningful change